

SENATE BILL 2849

By Johnson

AN ACT to amend Tennessee Code Annotated, Title 4 and Title 50, to enact the "Protecting English in the Tennessee Workplace Act."

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act shall be known, and may be cited as, the "Protecting English in the Tennessee Workplace Act".

SECTION 2. Tennessee Code Annotated, Section 4-21-401, is amended by adding at the end the following as a new subsection:

(c)

(1) Notwithstanding this chapter or title 50, it shall not be an unlawful employment practice for an employer to require an employee to speak, or an applicant for employment to agree to speak, English while engaged in work.

(2)

(A) An individual shall not be considered to be engaged in work under subdivision (c)(1) during a bona fide meal period, a rest period, or any other break, during which the individual is not required to perform any duties.

(B) In this subdivision (c)(2), the term "bona fide meal period" means such period, and the term "rest period" means such period, within the meaning of sections 785.19 of title 29, Code of Federal Regulations, or any corresponding similar regulation or ruling.

SECTION 3. This act shall take effect July 1, 2008, the public welfare requiring it.